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ABSTRACT

Women's status as students and employees in Alaska's community colleges is greatly influenced by the unique Alaskan environment, where women make up only 47.6% of the population and where the population is on the whole very young. Women comprised 58% of all enrolled students in Alaskan community colleges in fall 1982 and received 56% of the degrees and certificates awarded. These women tend to be enrolled in traditional female and mixed fields. Women receive 95.9% of the degrees in traditional female fields and 68.5% of the degrees in mixed fields. Women in non-traditional fields are found mostly in drafting and petroleum technology programs. Females also make up most (56%) of the employees at Community College Rural Education and Extension and Anchorage Community College. However, most of these employees are in the secretarial/clerical category. Since 1979, the percentage of women on the faculty of the community colleges has declined, from 41% in 1979 to 36% in 1982. Assuming that women employed on the community college campuses share the same characteristics with Alaskan women in general, over half have children in the home, those between 15 and 24 years are likely to be single, and 83% have at least a high school education. The study report provides numerous tables contrasting data on Alaska with national norms and showing educational and employment trends. (AYC)

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ED231497

A STATISTICAL PROFILE
WOMEN IN THE
ALASKAN COMMUNITY COLLEGES

May 1983

Prepared by
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U.S. DEPARTMENT OF EDUCATION
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Anchorage Community College

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WOMEN IN ALASKA, A UNIQUE ENVIRONMENT

Women's status in the Alaskan community colleges is greatly influenced by the unique Alaskan environment where there are still more men than women and where the population is on the whole very young.

Women are the minority in Alaska. They now represent 47.6 percent of the total population which compares to a nation which is 51.4 percent female. The percentage of the population which is female has been increasing steadily over the past two decades (see Table I).

TABLE I
Percent Female in Alaska and the United States[1]

YEAR	ALASKA	UNITED STATES
1960	43.1	50.8
1970	45.1	51.3
1980	47.0	51.4
1982	47.6	51.4

Alaska had an especially large increase in females between 1975 and 1976 (8 percent increase) and between 1981 and 1982 (7 percent increase). The number of active military personnel in Alaska (primarily male) has been declining, which is also helping to equalize the number of men and women in the state. See Appendix A for a more detailed comparison of Alaskan men and women by age group with the same ages in the United States as a whole.

Women do out-number men in two age groups: as senior citizens and as 25 to 29 year olds. The latter age group is the prime population for community college enrollments. In that group women were estimated to represent 50.1 percent of the July 1, 1982, Alaskan population.[2]

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[1]United States Census and Alaska Population Overview, May 1983, Alaska Department of Labor.

[2]Alaskan Population Overview, May 1983, Alaska Department of Labor.

WOMEN AS STUDENTS

More women than men in Alaska take advantage of the post-secondary educational opportunities of the University of Alaska. Women comprised 58 percent of all enrolled students in Alaskan community colleges in Fall 1982. In 1981-82 academic year, 56 percent of the degrees and certificates awarded by the community colleges were awarded to women (see Table II).

TABLE II
Degrees and Other Formal Awards by Institution and Sex, University of Alaska, 1981-82[3]

COMMUNITY COLLEGE	TOTAL	MEN	WOMEN
Anchorage	334	128	206
Kenai Peninsula	79	49	30
Ketchikan	10	5	5
Kodiak	12	1	11
Kuskokwim	14	2	12
Matanuska-Susitna	46	28	18
Northwest	2	0	2
Prince William Sound	1	0	1
Sitka	5	0	5
Tanana Valley	67	40	27
TOTAL	570	253	317

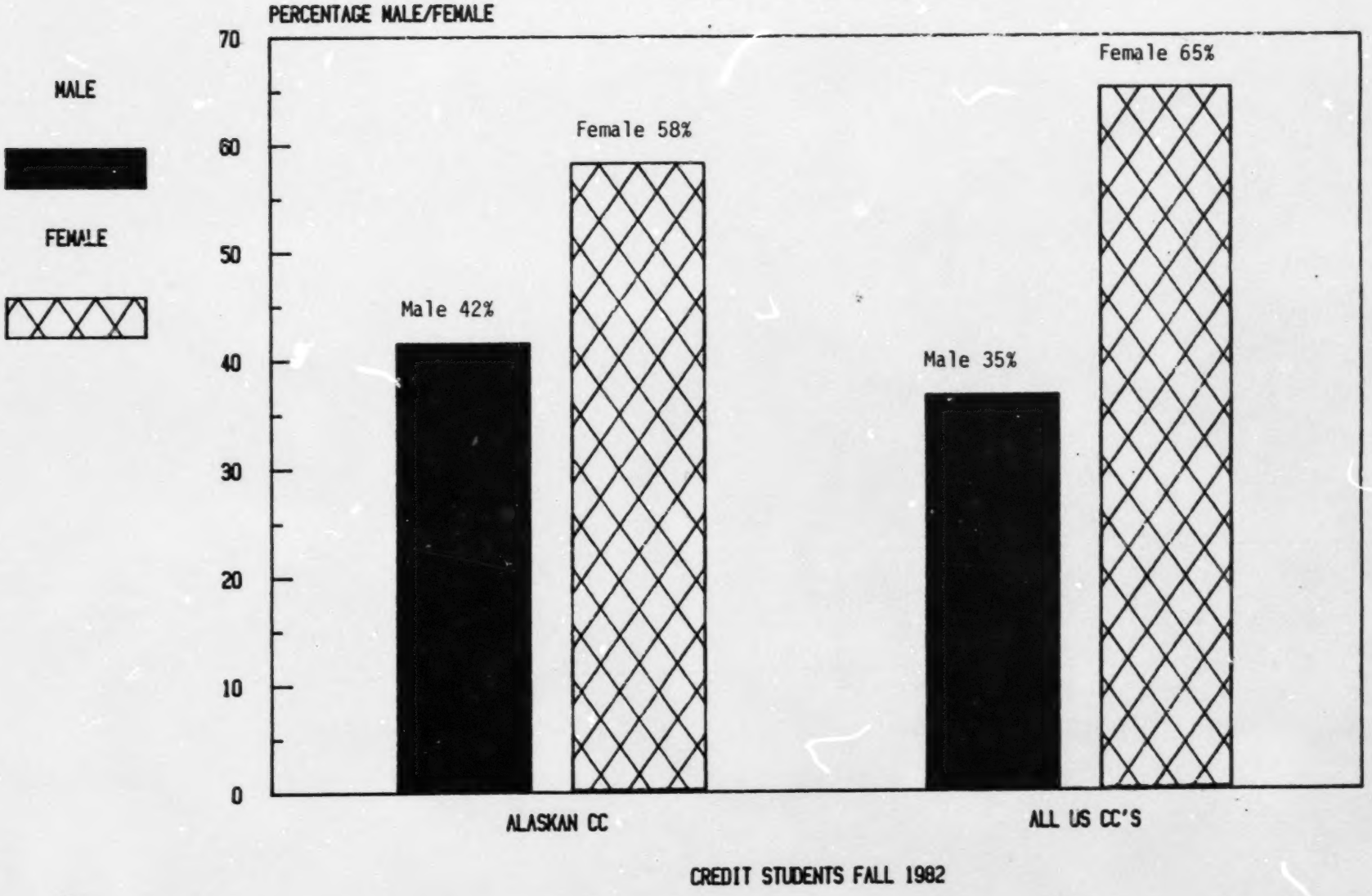
While women students are well represented in Alaskan community colleges they are not enrolled at the rate of their counterparts elsewhere in the Nation. Women comprised 65.3 percent of all public two-year college enrollments in the United States in Fall 1982. See Table III. Nevertheless, that large group of young Alaskan females 20 to 35 years of age, and especially that group 25 to 29 years of age where women out-number men, apparently regard community colleges as an appropriate place to seek educational

[3]"Degrees and Other Formal Awards, 1981-82," Research Report 83-1, Office of Institutional Planning, University of Alaska.

TABLE III

COMMUNITY COLLEGE STUDENTS BY SEX

ALASKAN AND UNITED STATES COLLEGES



CREDIT STUDENTS FALL 1982

experience. Just over five percent of all women in Alaska were enrolled at the community colleges in Fall 1982 compared to just over three percent of the men.[4]

Women also graduate from community college programs at a high rate. Fifty-six percent of all degrees in FY 82 were awarded to women. At three campuses, Kenai Peninsula Community College, Matanuska-Susitna Community College, and Tanana Valley Community College, more men than women received degrees. This can in part be understood by looking at the fields in which degrees are offered and awarded. Women graduates tend, however, to be in traditional female and mixed fields. Women recieve 95.9 percent of the degrees and certificates in traditional female fields.[5] Men receive 84.3 percent of the degrees and certificates in traditional male fields. The fields that have been tradi tionally mixed are also mixed in Alaskan community colleges; but here 68.5 percent of the degrees are awarded to women. See Table IV.

Alaska is following nationwide trends in having more women in traditional male fields than males in traditional female fields. Women graduates in non-traditional fields are mostly to be found in drafting and petroleum technology. The mixed fields graduates were not always predominantly female. At Anchorage Community College the six math AA degrees were all awarded to males. Also at Anchorage Community College the business administration degrees were nearly equally awarded to men and women (20; 23).

---

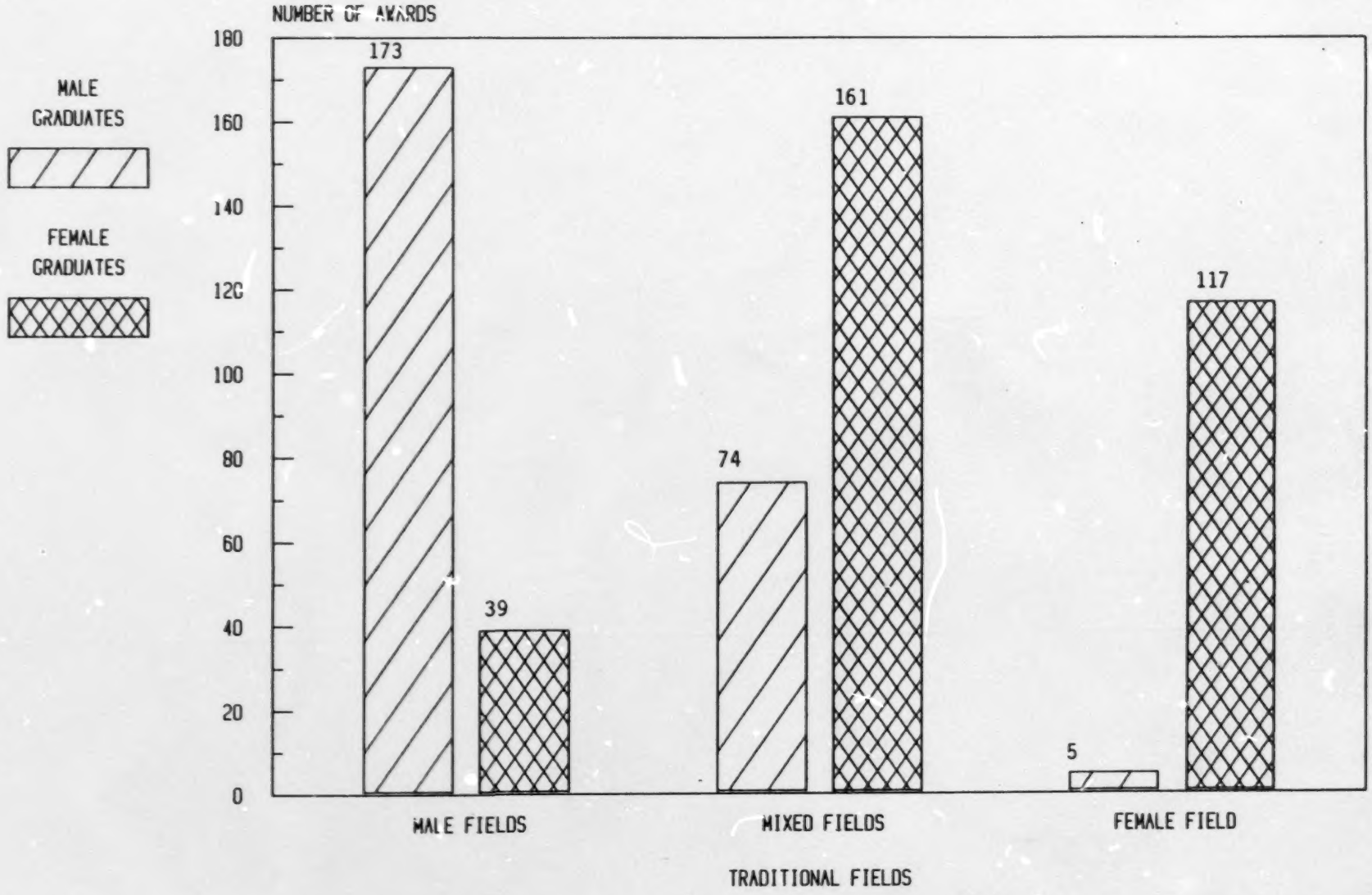
[4]Calculated by dividing the total male and female credit enrollment for Fall 1982 by the male and female population of Alaska. Male participation rate is 3.3, female participation rate is 5.1. A participation rate between 3.0 and 7.0 is common for community colleges. Higher participation rates for women are also common. Using adult (15 years or older) population figures only, participation rates are 6.9 percent for female, 4.4 percent for male.

[5]Using primarily the field designations of the Office of Institutional Plannning, traditional female fields are: health services and paramedical technologies, office occupations, home economics, and the traditionally female areas of public service technologies (early childhood education, library technical assistant, paraprofessional counseling). Traditional male fields are: mechanical and engineering technologies, food service technology, and traditionally male areas of public service related technologies (fire science, corrections, law science, police administration). Mixed fields are: accounting, business administration, computer information systems, and general programs (transfer degrees).

TABLE IV

DEGREES AND CERTIFICATES BY SEX, FIELD

ALASKAN COMMUNITY COLLEGES 1981-1982



We know little about the other demographic characteristics of our students: marital status, child care needs, previous education level. We can assume they are generally like the population of all Alaskan women, whose characteristics are described in the next section: Women as Employees.

WOMEN AS EMPLOYEES

Women are the majority group as employees at Community College Rural Education and Extension (CCREE) and Anchorage Community College (ACC). Women comprised 56 percent of the full-time employees and 81 percent of the permanent part-time employees in Fall 1982.[6] The large proportion of women as employees is a result of the service nature of the educational industry. In fact, 48 percent of the total full-time employment is in the secretarial/clerical category. The traditional pattern of males in higher level management and faculty positions, women in clerical positions, still holds at the community colleges in Alaska. For purposes of a more detailed analysis, the full-time bargaining unit faculty are presented separate from the other full-time staff.[7]

Bargaining Unit Members

Both the relative percentage of women on the faculty and their absolute numbers have declined since 1979. The 86 women teachers in Fall 1982 represented 36 percent of the faculty. In 1979, women represented 41 percent of the faculty.[8] Year-to-year comparisons are provided in Table V.

Men outnumber women as faculty on all campuses except one, Kodiak Community College, where there are three women and two men on the full-time faculty.

Women are better represented on the faculty of Alaska's community colleges than the Alaskan University Centers (see Table VI).

---

[6] "University of Alaska Employees, Fall 1982," Research Report, Office of Institutional Planning, May 1983.

[7] Except for the introductory summary related to all full- and part-time permanent staff, faculty of Rural Education and CES have been excluded from this study.

[8] The University of Alaska Employees reports for the past four years were used as the source for this comparison. Juneau Douglas Community College faculty were excluded from the analysis.

TABLE V

BARGAINING UNIT MEMBERS BY SEX, YEAR

FALL SEMESTER, FULL-TIME FACULTY

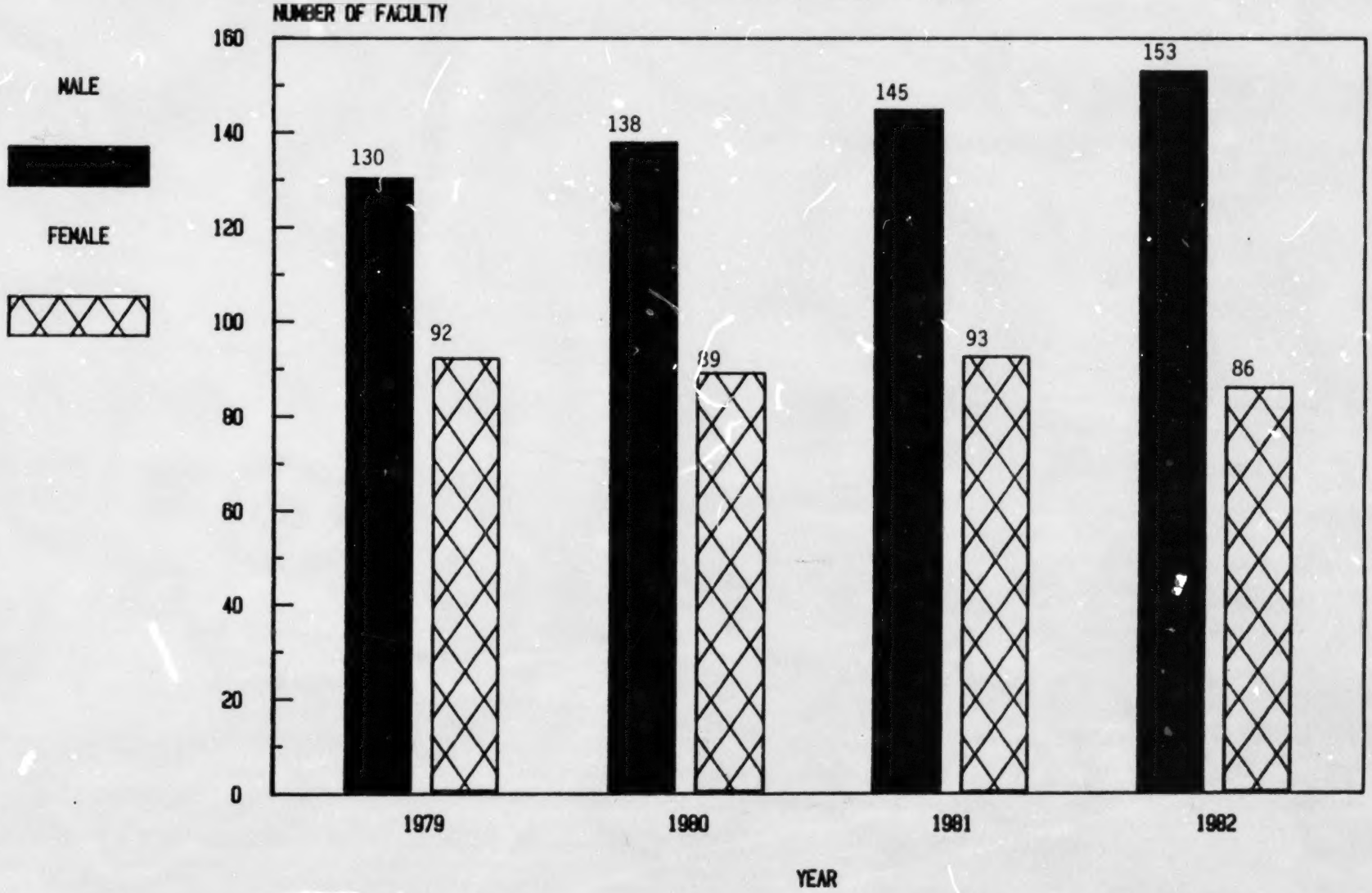


TABLE VI
Full-Time Faculty by Sex, Fall 1982

FACULTY	ALASKAN COMMUNITY COLLEGES	ALASKAN UNIVERSITY CENTERS	UNITED STATES[9] ALL COLLEGES AND UNIVERSITIES SPRING 1983
Percent Women	36.0	22.5	36.1
Percent Men	64.0	77.5	63.9

The percentage of women on the faculty at the community colleges is identical to the latest figures on women as faculty at all colleges and universities in the country.

Non-Teaching Staff

The pattern of employment of men and women in non-teaching positions has remained relatively stable over the past five years. While the absolute number of women employed in all categories has increased, so has the number of men, leaving the relative percentage of men and women employed about the same. In Fall 1982, women were employed as indicated in Table VII. Table VIII compares male and female employment.

Demographics of Employed Women

Participation of women in the labor force in Alaska has increased over 100 percent since 1970 and accounted for nearly one-half of the total growth in the civilian labor force. This increase meant that nearly 60 percent of all women 16 years of age and older were in the civilian labor force, which is one of the highest levels in the Nation. Assuming that employees of the community colleges are like Alaskan women in general, all of the following can be said of them:

* Over half have children in the home. Women with older children tend to work more (65.3 percent) than women with younger children (47.4 percent). See Table IX.

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[9]U. S. Bureau of Labor Statistics as reported in The Chronicle of Higher Education, June 1, 1983, p. 25. Female teachers have increased their numbers in colleges and universities by 75 percent during the past decade, according to the report.

TABLE VII

Fall 1982 Emplcyment of Women by Category*
CCREE and ACC

CATEGORY**	NUMBER OF WOMEN	PERCENT OF TOTAL CATEGORY WHICH IS FEMALE
Professional:		
Executive/Administrative/ Managerial	20	30.3
Professional Non-Faculty	62	56.9
Total	82	46.8
Non-Professional:		
Secretarial/Clerical	205	89.1
Technical/Paraprofessional	25	62.5
Service/Maintenance	13	38.2
Total	243	79.9
TOTAL	325	67.8

*SOURCE: "University of Alaska Employees, Fall 1982," Research Report, Office of Institutional Planning, May 1983.

**NOTE: Table is continued on next page with definitions of categories.

TABLE VII, continued
Definitions of Categories

Executive/Administrative/Managerial. Employees whose assignments require primary (and major) responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgement, and to direct the work of others. Included in this category are all officers holding such titles as President, Vice President, Dean, Director, or the equivalent, as well as officers subordinate to any of these administrators with such titles as Associate Dean, Assistant Dean, Executive Officer of academic departments (department heads, or the equivalent) if their principal activity is administrative. NOTE: Supervisory personnel of the technical, clerical, craft, and service/maintenance force are included within the specific categories of the personnel they supervise.

Professional Non-Faculty. Employees whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Included would be all staff members with assignments requiring specialized professional training who are not included in the Occupational Categories of Executive/Administrative/Managerial or Faculty and who are not classified under any of the four "nonprofessional" categories of activities.

Secretarial/Clerical. Employees who typically are associated with clerical activities or are specifically of a secretarial nature. This category includes personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and/or information and other paperwork required in an office, such as bookkeepers, stenographers, clerk typists, office-machine operators, statistical clerks, payroll clerks, etc. Also included are sales clerks such as those employed full-time in the bookstore, and library clerks who are not recognized as librarians.

Technical/Paraprofessional. Employees whose assignments require specialized knowledge or skills which may be acquired through experience or academic work such as is offered in many two-year technical institutes, junior colleges, or through equivalent on-the-job training. This category includes computer programmers and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, dietitians,

TABLE VII, continued
Definitions of Categories

photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical sciences), and similar occupations not properly classifiable in other occupational-activity categories but which are institutionally defined as technical assignments. Also included are persons who perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status.

Service/Maintenance. Employees whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties which result in or contribute to the comfort, convenience, and hygiene of personnel and the student body or which contribute to the upkeep and care of buildings, facilities, or grounds of the institutional property. Included in this category would be chauffeurs, laundry and dry cleaning operatives, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and groundskeepers, refuse collectors, construction laborers, and security personnel.

TABLE VIII

EMPLOYMENT BY SEX, CATEGORY FALL 1982

CCREE AND ACC

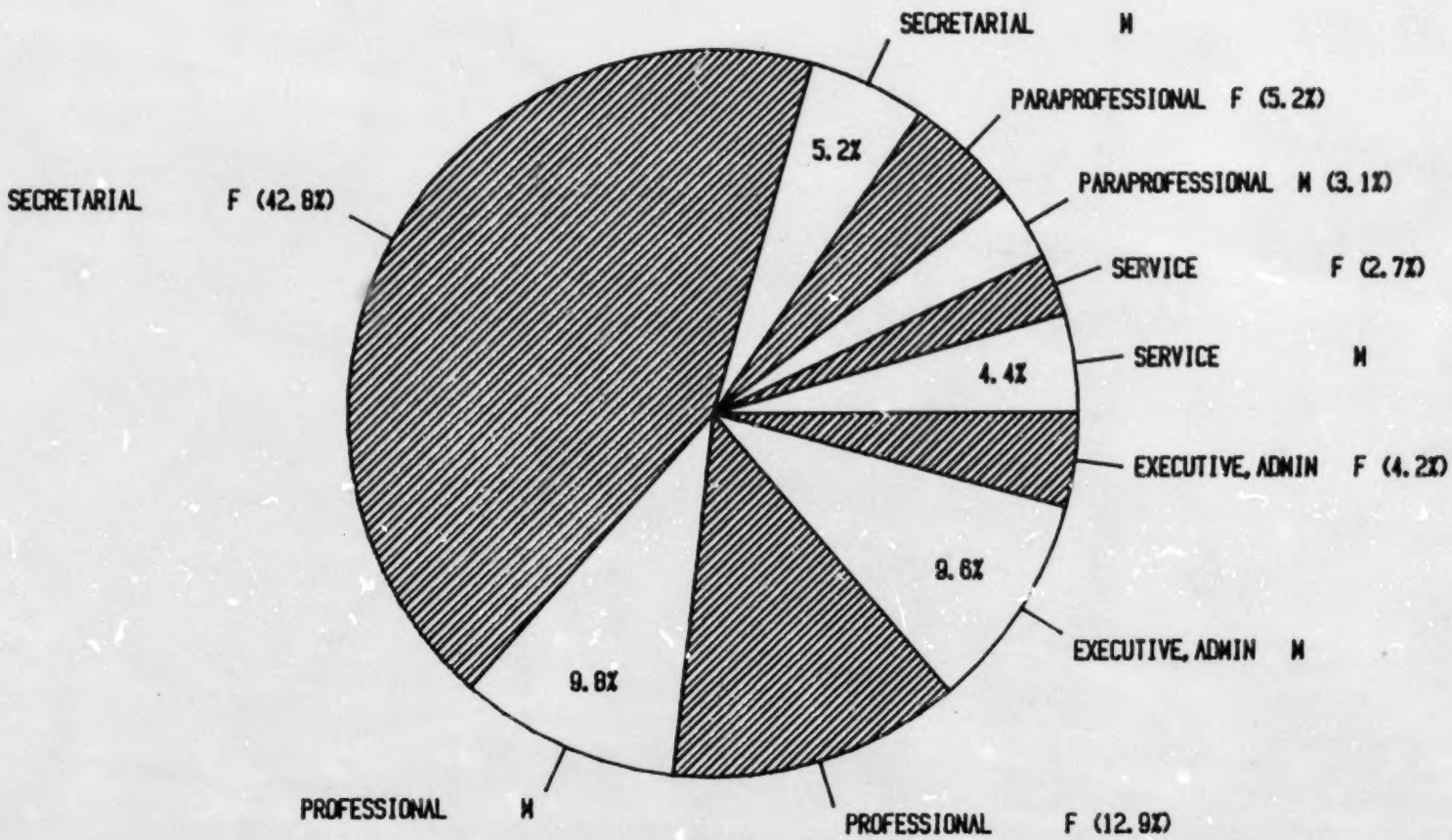


TABLE IX

Number of Females 16 and Over with Own Children in the Home and also in the Labor Force*

MOTHERS WITH CHILDREN	ANCHORAGE			ALASKA		
	NUMBER OF MOTHERS IN LABOR FORCE	% OF ALL MOTHERS IN LABOR FORCE	% OF ALL FEMALES 16 & OVER	NUMBER OF MOTHERS IN LABOR FORCE	% OF ALL MOTHERS IN LABOR FORCE	% OF ALL FEMALES 16 & OVER
Under 6 Years Old	6,918	50.6	11.5	14,815	47.4	11.1
6 to 17 Years Old	9,263	69.4	15.3	19,010	65.3	14.3

*SOURCE: Amy Van Domelen, Research Analyst, Municipality of Anchorage, from United States census tapes.

* Our younger women are likely to be single as the majority of women age 15 to 24 years in Alaska were single (never married) in 1980. This group has increased 12 percent since 1970 for a total of 61 percent of women in this group single.

* They are well-educated as Alaska is the most educated state in the Nation with 83 percent of all persons 25 years old or over having at least graduated from high school. This figure is up from 67 percent in 1970.

SUMMARY

Alaska is a demographically unique environment. It is much younger than most states with more men than women in all age groups except 25 to 29 years and 65 years and over. As a result, Alaskan women tend to be in the working-school-family age groups. Indeed, women make up the vast majority of both students and employees at CCREE and ACC. Women are still involved in traditional jobs and fields of study. Changes are occuring most among women as students who are becoming less traditional. Little change is occuring for women as employees except for the decline in both the absolute number and relative percentage of women on the community college faculties.

APPENDIX A

Age by Sex Distribution as a Percent of the Total Population for Alaska and the United States*

ALASKA

Age	Male			Female		
	1960	1970	1980	1960	1970	1980
Under 5	7.8	5.5	5.0	7.3	5.2	4.7
5 - 9	6.0	6.3	4.5	5.9	6.1	4.3
10 - 14	4.4	5.8	4.4	4.0	5.4	4.1
15 - 19	4.9	4.6	4.9	2.7	4.2	4.3
20 - 24	7.1	7.5	6.0	3.4	4.5	5.2
25 - 34	10.1	8.9	12.0	7.5	7.7	10.6
35 - 44	7.9	6.9	7.4	6.1	5.6	6.1
45 - 54	4.8	4.9	4.7	3.5	4.0	3.9
55 - 64	2.4	2.7	2.8	1.7	2.0	2.4
65 - 74	1.0	1.0	1.1	0.7	0.7	1.0
75 +	0.5	0.3	0.4	0.2	0.3	0.4
All Ages	**56.9**	**54.3**	**53.0**	**43.1**	**45.7**	**47.0**

UNITED STATES

Age	Male			Female		
	1960	1970	1980	1960	1970	1980
Under 5	5.8	4.3	3.7	5.6	4.1	3.5
5-9	5.3	5.0	3.8	5.1	4.8	3.6
10-14	4.8	5.2	4.1	4.6	5.0	3.9
15-19	3.7	4.8	4.7	3.7	4.7	4.6
20-24	2.9	3.8	4.7	3.1	4.1	4.7
25-34	6.2	6.0	8.1	6.5	6.2	8.3
35-44	6.5	5.5	5.5	6.9	5.8	5.8
45-54	5.7	5.5	4.9	5.8	5.9	5.2
55-64	4.2	4.3	4.5	4.5	4.8	5.1
65-74	2.8	2.7	3.0	3.2	3.4	3.9
75 +	1.3	1.5	1.6	1.7	2.3	2.8
All Ages	**49.2**	**48.7**	**48.6**	**50.8**	**51.3**	**51.4**

*Source: 1980 Census Profile, Volume I, Municipality of Anchorage, January 1983.

NOTE: Due to individual rounding the sum of the individual entries may not equal the totals.

APPENDIX B

Alaskan Community Colleges Degrees and Certificates by Field, Sex, Level, 1981-82*

Field	Certificates		Degrees	
	Males	Females	Males	Females
Traditional Female Fields				
Health Services and Paramedical Technologies	0	21	3	56
Office Occupations	0	5	0	14
"Female" Public Service Technologies**	0	0	2	21
TOTAL	0	26	5	91
Traditional Male Fields				
Mechanical and Engineering Technologies	36	8	124	29
"Male" Public Service Technologies***	0	0	13	2
TOTAL	36	8	137	31
Traditional Mixed Fields				
Accounting and Business Administration			31	52
Computer Information Systems			8	6
General Programs			35	103
TOTAL			74	161

*"Degrees and other Formal Awards, 1981-82," Research Report 83-1, Office of Institutional Planning, University of Alaska.

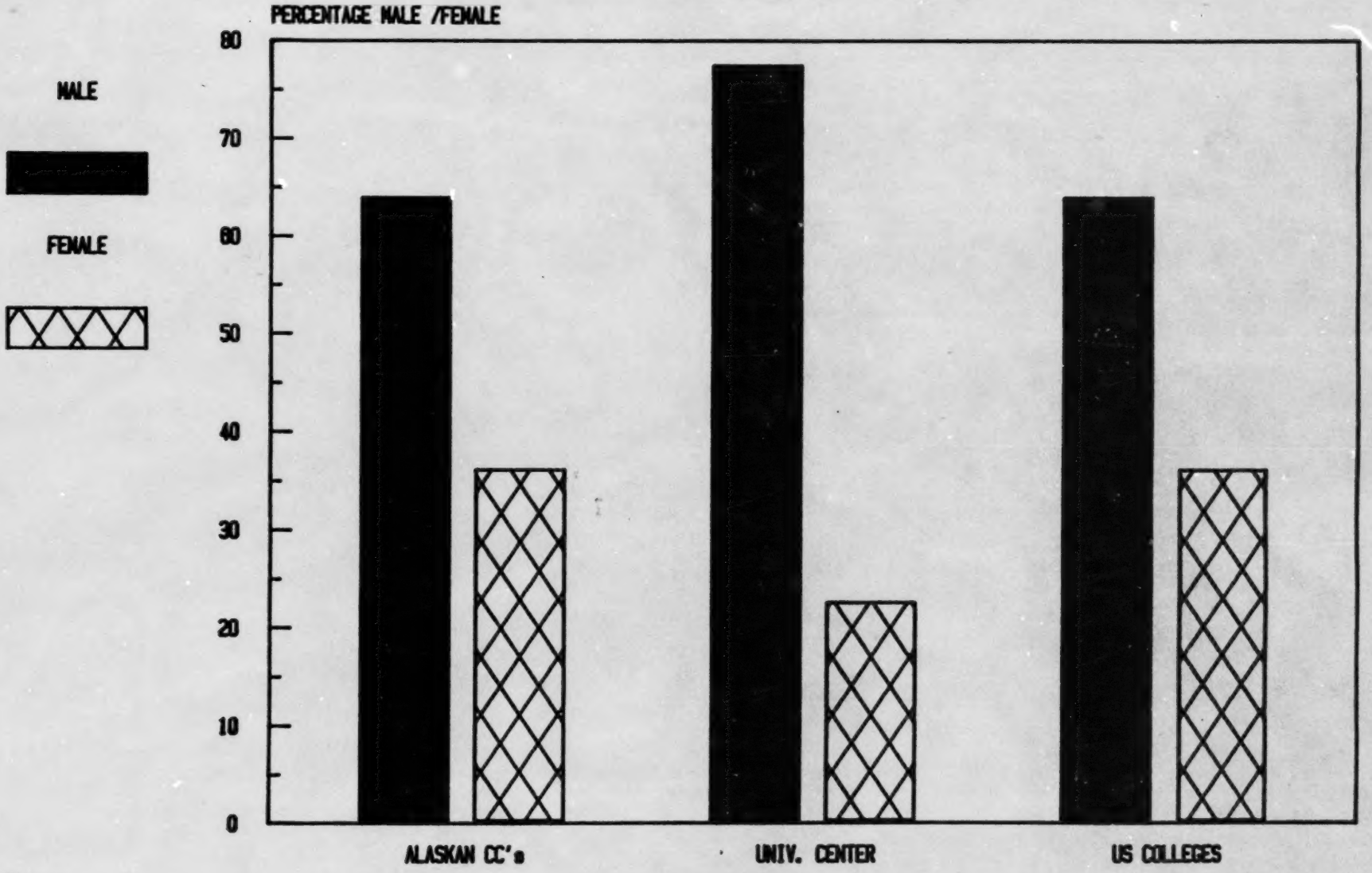
**Early Childhood Education, Library Technical Assistant, Paraprofessional Counseling, Home Economics.

***Food Service, Corrections, Fire Science, Law, Police Administration.

APPENDIX C

PERCENTAGE OF FACULTY BY SEX, 1982-1983

CCREE & ACC, UNIV. CENTERS, U.S.



FULL-TIME FACULTY 1982-83

APPENDIX D

Alaska Census Data Networks
Affiliates

*BARROW
Barrow Information Office
Post Office Box 830
Barrow, Alaska 99723
Contact: Florence Carnahan
Phone: 852-7111

*FAIRBANKS
Fairbanks North Star Borough
Community Research Center
Post Office Box 1267
Fairbanks, Alaska 99707
Patricia A. Book, Ph. D.,
Administrator
Contact: Jacki Arradondo
Phone: 452-4761

University of Alaska
Elmer E. Rasmuson Library
Documents Department
Fairbanks, Alaska 99701
Contact: Pauline Gunter
Phone: 474-7624, 474-7482

*KENAI PENINSULA
Kenai Peninsula Borough
Post Office Box 850
Soldotna, Alaska 99699
Contact: Jane Gabler
Phone: 262-4441

*KETCHIKAN
Ketchikan Gateway Borough
Planning Department
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Ketchikan, Alaska 99901
Contact: Bill Jones
Phone: 225-6151

*KODIAK
Kodiak Information Office
Post Office Box 668
Kodiak, Alaska
Contact: Mary Jo Simmons
Phone: 486-4881

*NOME
Northwest Community College
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Pouch 400
Nome, Alaska 99762
Contact: Kim Hunter
Phone: 443-2201

*PALMER
Palmer City Library
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Phone: 745-4690

*SITKA
Sitka Information Office
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Greg Huff
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Phone: 274-2541

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